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President: Mr. Ali ..... (Malaysia)

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Item 2 (c) of the agenda: Annual ministerial review (*continued*) – Optional country reports (E/2010/59, E/2010/71, E/2010/66)

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The Meeting was called to order at 10:10 a.m.

1. **Ms. Pais** (Portugal), Secretary of State for Equality, stated that 15 years after Beijing, many challenges remained with regard to gender equality and the empowerment of women, above all in the context of the current global crisis. A new way of life was needed, stressing above all the importance of human resources, better distribution of wealth, relations between individuals and the environment, social cohesion and sustainable development. Without that, it would be difficult to achieve the Millennium Development Goals.

2. The establishment in Portugal of a Secretariat of State for Equality testified to the country's determination to mainstream that issue in all sectors, as did the Third National Plan for Equality : Citizenship and Gender (2007-2010) and the Programme to Expand the Social Facilities Network. Portugal had also adopted an Action Plan for the implementation of United Nations Security Council resolution 1325 (2000) and welcomed the adoption of Security Council resolutions 1888 (2009) and 1889 (2009). In February 2009, Portugal had also adopted the National Programme of Action to Eliminate Female Genital Mutilation and, in order to combat domestic and conjugal violence against women, it also had a 2007-2010 National Pan against Domestic Violence. The latter envisaged above all awareness campaigns and training for those involved with assisting and protecting victims and providing them with shelters. Special emphasis was placed on the violence found in many youths' dating relationships. Finally, Portugal also had a 2007-2010 National Plan against Trafficking in Human Beings, aimed above all at assisting victims of sexual exploitation and forced labour. On 27 February 2008, the country ratified the Council of Europe Convention on Action against Trafficking in Human Beings.

3. The speaker also recalled her country's adoption of the gender quota law, which had had a decisive impact on politics and had advanced democracy – the current Government had 5 women ministers out of 16. In concluding her remarks, the speaker mentioned cooperation within the Community of Portuguese Language Countries, in which a gender equality awareness programme had been put in place with the participation of numerous institutional and civil society partners.

4. **Mr. Cravinho** (Portugal), Secretary of State for Foreign Affairs and Cooperation, said he was glad that the topic chosen that year had to do with greater concern for gender equality in international cooperation. He noted that it had been recognized that the well-being and empowerment of women had positive effects on development and that women's rights should be strengthened in order to achieve the Millennium Development Goals.

5. The national gender equality strategy was currently the subject of a review by numerous entities, which would make it possible to promote the empowerment of women thanks to education and gainful occupations and the sexual and reproductive health rights of women and girls; to draw attention to the specific impacts of climate change on women's lives, and to combat all forms of gender-based violence.

6. Portuguese development aid, particularly to the Community of Portuguese Language Countries, systematically took gender equality into account.

7. While it was true that current financial constraints placed a limit on official development aid, the quality and effectiveness of programmes still had to be maintained and the priorities of the beneficiary countries duly taken into account. Two examples of successful cooperation were worth citing.

8. Firstly, in Guinea-Bissau, thanks to the participation of local and institutional partners, a project successfully strengthened women's reproductive health rights and their human capacities, thereby sharply reducing maternal and neonatal mortality. That was major advance, because improving maternal health, Millennium Development Goal No.5, was a prerequisite for achieving the other goals.

9. Secondly, Sao Tome and Principe, one of the poorest countries in the world, was on track to achieve its Development Goal for health care. In that country, Portugal had partnered with the Ministry of Health to put in place decentralized and integrated health care services taking into account the local population's needs. The project had been so successful that, at the request of the Government of Sao Tome and Principe, the same methodology would be applied to secondary school education.

10. **Ms. Barilla** (Guatemala) noted with satisfaction that the outline of the Portugal presentation had

followed that of its report (E/2010/59) and emphasized, on the one hand, national policies and strategies, and, on the other, the importance the country attached to the question of gender equality.

11. She wished to underscore the fact that Guatemala, like Portugal, attached great importance to gender equality and actions against gender-based violence and trafficking of human beings, devoted considerable financial and human resources to those matters, and had adopted laws and action plans on the subject.

12. The speaker would like to know, first, the measures or action plans adopted by Portugal to strengthen the crucial role of women in both the political and economic spheres, and, second, given the lack of statistical data for carrying out a more in-depth analysis of the status of women in Portugal and the adoption of more appropriate measures, the steps taken to improve coordination among ministries and to allocate fiscal resources to facilitate achievement of the Millennium Development Goals.

13. She concluded by stating that Portugal should not restrict its international cooperation to Portuguese-speaking countries, but rather extend it to other countries in the Ibero-American community with which it shared cultural features, so as to take advantage of the experience of both groups of countries.

14. **Ms. Fiskaa** (Norway), Secretary of State for the Environment and International Development would like further information regarding the Internet website on gender equality created by Portugal in March 2009 and regarding the Gender Equality Observatory. She said she would also like to know how Portugal was promoting the empowerment of women at the national level and would be interested in the findings of the survey on gender-based violence in the country published in 2009.

15. She would also like to have more information on Portugal's development strategies with respect to reproductive health care and rights and on the participation of boys and men in actions against gender-based violence.

16. Lastly, the speaker wished to know how Portugal intended to use women and girls as agents of change in its development strategies.

17. **Ms. Pais** (Portugal) explained that, for her government, taking gender equality issues into account was essential for good governance, which was why it had taken the necessary steps at all levels in the administration.

18. Regarding the Internet website on gender equality, it was a portal to facilitate cooperation that covered all institutional services and nongovernmental organizations and provide information on current or upcoming projects.

19. As for the 2006 gender quota law, it represented a very important phase in the process of strengthening women's participation in political decision-making. An awareness campaign had been carried out in connection with it and a training programme had been proposed, in partnership with the municipalities, for the empowerment of women.

20. The National Action Plan for Equality had funding for 2007-2013 in the amount of €83 million. That financial aid targeted, above all, women entrepreneurs by offering them microcredit opportunities.

21. With respect to domestic and conjugal violence, it was important to note that it was now more visible thanks to the numerous awareness campaigns that not only encouraged women to denounce violent incidents but also targeted men.

22. **Mr. Cravinho** (Portugal) stated in his reply that the Ibero-American Community did indeed afford interesting opportunities for cooperation based on a common culture and interests. One of the most convincing examples of that cooperation was the Portugal-Guatemala indigenous fund, which financed in particular development projects with a "gender equality" component. A child assistance programme had also been adopted during a Summit in El Salvador.

23. In Angola and in Mozambique, it was essentially a question of strengthening institutional capacities to cover gender-based violence issues and trafficking of human beings. In Maputo, for instance, a model police post had been established specifically to handle those issues and police officers had received appropriate training.

24. As for the very sensitive reproductive health issue, Portugal was attempting to include it in its health-related development projects, rather than treating it as a separate matter, in order not to offend cultural sensitivities.

25. With regard to climate change, it was necessary to develop a new strategy taking into account the fact that such change tended to exacerbate already existing inequalities.

26. **Mr. Lima** (Cape Verde) congratulated Portugal on its judicious gender equality policies and its aid to other countries in that sphere. As regards gender-based violence among youth, he would like to know whether Portugal had implemented any control over Internet content in order to limit its devastating effect on youth.

27. On women's role in enhancing democracy, the speaker said he would welcome further details and pointed out that his country had exceeded the gender quota goals set. Eight of the most important government portfolios were held by women, and only seven by men. Much remained to be done to combat violence, but Cape Verde was pleased to be the beneficiary of aid from numerous partners, including Portugal.

28. **Ms. Pais** (Portugal) said it was difficult to get rid of stereotypes but it was necessary to instil other values in youths. Such training had to begin at school.

29. With respect to democracy and gender quotas, the speaker congratulated Cape Verde on setting an example in this field, with a 60% ratio of women ministers. Women's participation in political decisions was a matter of social justice. Women contributed diversity and a vision of their own that were necessary to breathe new life into politics and essential for finding solutions to the economic crisis and the moral crisis the world was currently experiencing.

30. **Ms. Paik Hee-Young** (Republic of Korea), Minister of Gender Equality and Family, said that despite the progress of the past 15 years women continued to face numerous obstacles in both education and in the work place, as well as in political life, and they were more vulnerable to poverty.

31. Over the past 30 years, the Republic of Korea had experienced rapid economic growth and had extracted itself from poverty to a point at which it was now a donor/creditor country and a member of the OECD Development Assistance Committee. Throughout that process, the Korean Government made sure it took women's needs and interests into account and encouraged their participation in the country's economic and social development, in particular by adopting concrete measures to develop their capacities and improve their living conditions and access to education, employment and culture. The numerous measures adoption for the advancement of women in a number of fields led in 2001 to the establishment of the Ministry of Gender Equality, whose powers were extended in 2005 to cover family issues as well. Pursuant to the 1995 Women's Development Act, the Republic of Korea had proceeded to examine and revise the legal provisions giving rise to discrimination against women. The Third Basic Plan for Women's Policies, launched in 2007, was founded upon sustainable gender equality, the advancement of women, a balance between personal and professional life, and respect for diversity. Two research institutes associated with those efforts were helping to sensitize government officials, among others, to gender issues.

32. Mindful of the need to take gender equality into account in all spheres, the Korean Government had conducted studies on the effects of public policies on the status of women, involving 298 government agencies and 1,908 projects in 2009. Furthermore, in 2010, the status of women had been taken into account in the budgeting of 195 projects.

33. The Korean Government had also striven to improve women's participation and representation in public life. Thus the Electoral Act had been amended to ensure that women made up 50% of political party lists of candidates for national and local council elections. As a result, the current number of women parliamentarians was more than double the number in the previous legislature. In the same vein, government agencies now had quantitative targets regarding the presence of women in management positions and specific measures had been adopted to strengthen their presence in sectors in which women were under-represented. Women's access to the labour market had been a key factor in the eradication of poverty. Today, women made up 54.7% of the workforce and the Korean Government intended to raise that share to 60% by 2014, particularly by eliminating any form of job discrimination and combating the prejudices still to be found against working women. Several legal instruments had been adopted to ensure equal employment opportunities, equal treatment at work, maternity protection, and the development of women's vocational capacity, so that women could work without hindrance of any kind. To that end, the Korean Government helped women to return to their jobs after the birth of a child, encouraged enterprises to adapt

more resolutely to women's needs, and was committed to improving childcare facilities.

34. The Republic of Korean had decided to put its own experience to good use in helping women in developing countries to play a more active part in economic and social progress, especially by organizing training programmes in a number of areas for officials from those countries. The Ministry of Gender Equality and Family had developed official development assistance programmes especially designed for women, above all in the area of information and communication technologies, in which Korean programmes were among the best. The practical training courses were particularly useful, in that they enabled women participants to develop projects tailored to their country's needs. To strengthen the vocational skills of women in developing countries, the Republic of Korea had launched an initiative to encourage women to establish enterprises and take on positions of responsibility, using training and sensitization courses for experts and decision-makers, in cooperation with nongovernmental organizations.

35. Participating in the achievement of international development goals was less an act of generosity than an investment in a safer and more prosperous future. The time had come for the international community to make a concerted effort to achieve the Millennium Development Goals for the advancement of women, an area in which progress was slow. The Republic of Korea would contribute to that objective and triple its ODA to US$3 billion by 2015. It would likewise proceed to revamp the institutions responsible for cooperation by making promotion of women's rights and gender equality in developing countries key objectives of cooperation, with three main thrusts: boosting women's economic capacities; enhancing their access to education and the labour market; and promoting gender equality.

36. As 2015 approached, there was an urgent need to redouble the world's efforts to fill the persisting gaps. In that respect, the Republic of Korea was determined to be a driving force in favour of gender equality and the empowerment of women all over the world.

37. **Ms. Koukku-Ronde** (Finland), Under-Secretary of State for Development Policy and Development Cooperation, thanked the Minister of Gender Equality and Family and invited the representatives of Chile, Indonesia and Sweden, the three evaluating countries, to take the floor in that order.

38. **Mr. Errazuriz** (Chile), Permanent Representative to the United Nations, said he was pleased to hear of the progress achieved by the Republic of Korea in the economic and social fields and welcomed its efforts to promote gender equality and the empowerment of women, notably in the framework of APEC and the United Nations. Noting that the Republic of Korea was now part of the OECD Development Assistance Committee, he asked whether it would be possible to hear more examples of good practices advocated by the Organization that had benefited Korean women. He would also like to know whether the Republic of Korea had established directives and priority sectors in its assistance in the area of women's rights. Having recently embarked on social protection initiatives and undertaken a reform of its pensions system, Chile was interested in measures adopted by the Korean Government on behalf of women, especially the Women's Development Fund and the restructuring of the Ministry of Gender Equality, which had now also been put in charge of Family Policy. He would appreciate information regarding one of those initiatives and on the new Ministry. Finally, the Chilean Government was determined to combat gender disparities in the labour market and would therefore like to receive information regarding the mechanism used to increase the number of women in the science and technology sector.

39. **Mr. Kleib** (Indonesia), Ambassador to the United Nations, welcomed the exemplary transformation of the Republic of Korea into a donor country. The report presented by the Korean Minister of Gender Equality and Family had underlined the importance that the Korean Government attached to sharing growth through cooperation, notably in the Asia-Pacific region. Indonesia, too, was bent on building women's capacities as they were a driving force in development and social progress. In May 2009, the Korean and Indonesian ministries for gender equality had signed a memorandum of understanding building on the joint training program in place since 2007 and focusing in particular on the information and communication technologies sector – an area in which the Republic of Korea had acquired considerable experience and which was particularly important for the development of the Indonesian archipelago. Women, who played an indispensable social and educational role, ought to be

able to familiarize themselves with those technologies, especially in rural areas, so as to enhance their vocational opportunities and their contribution to the country's development. The training program had offered women in positions of responsibility in the administration and in the private sector courses on online administration, the information society, and e-commerce. Some of the women participants were members of the National Working Group on the Development of Information Technology, which runs local training projects aimed, among other things, at familiarizing women with I.T. tools. The speaker proposed proceeding to an evaluation of the training courses and inviting men to participate in order to promote gender equality.

40. **Mr. Grunditz** (Sweden), Permanent Representative to the United Nations, congratulated the Korean Republic on its efforts to promote gender equality and the empowerment of women, particularly at the institutional level. He noted that it had great advantages, especially as regards training in information and communication technologies, and said he would like to whether the Republic of Korea had been able to identify other areas of ODA; whether the appointment of officials responsible for overseeing the implementation of gender equality in ODA had already borne fruit; whether efforts to raise the presence of women in Government advisory committees had produced results; and whether there were plans to establish parity objectives in the private sector. Finally, he noted that, like Sweden, the Republic of Korea had adopted economic and social measures in respect of maternal protection and child health, and he asked whether it had men participate in its efforts to promote the advancement of women.

41. **Mr. Kim Bonghyun** (Republic of Korea), Deputy Permanent Representative to the United Nations, said that gender equality was one of the foundations of the Korean ODA programme. To that end, the Republic of Korea gave priority to training programmes for women and girls, so that they made up at least 30% of the staff of the ODA programme. It had also appointed officials responsible for ensuring gender mainstreaming in all areas of development assistance, including budgeting, and for collecting statistics on the situation of women in society. Apart from the social measures regarding, in particular, maternal and child protection, the information and communication technologies sector had priority, as well as capacity-building of women through training designed to equip them with the skills needed to enter the labour market.

42. **Ms. Paik Hee-young** (Republic of Korea) pointed out that, in line with OECD recommendations, her country encouraged the creation of positions to make women's lives easier. In 2009, it had launched a pilot project in that regard and had urged the private sector to facilitate part-time work, in order to enable women to combine their professional and private lives. At the same time, it had taken stern measures to prevent and punish domestic, conjugal and sexual violence. In the social sphere, the Government was active in health and education and encouraged certain specific employment sectors, such as the childminder programme for children under one year of age, which reached 99,000 households in 2009, providing relief to mothers while creating jobs.

43. The Women's Development Fund had been created to strengthen gender equality in all areas. It supported numerous projects for the advancement of women, with respect to the establishment of enterprises, training and skills building, development assistance, or the provision of free legal aid to victims of gender-based violence. The expansion of the Ministry of Gender Equality's remit to include the family and youth enabled it to support the numerous changes taking place in Korean family life and to harmonize measures adopted in those areas, with a view to forging a society in which families, youth and children can fulfil themselves and enjoy good health — a *sine qua non* for a society in which gender equality prevails.

44. A quota system for women's positions in research institutes had been adopted and the 25% goal for 2010 had already been reached; the share of women engineers would soon reach 30%.

45. As regards bilateral cooperation, the Republic of Korea was going to step up its information and communication technologies training programs in a number of countries.

46. The speaker said that men's involvement in the advancement of women was an excellent idea. She said that many of the officials in her own ministry were men and had an essential part to play in promoting gender equality.

47. **Mr. Grunditz** (Sweden) said he would like to see an expansion of bilateral cooperation on information

and communication technologies and greater emphasis placed in ODA on ecommerce training courses for women. In order to encourage the recruitment of women in the private sector, be it in scientific or other areas, it was best to establish hiring quotas and rules giving an incentive to businesses to employ women. The speaker further noted that in Sweden, in 2009, more than 500 men had opted to take paternity leave. That was a step in the right direction because, to achieve gender equality in the job market and in society as a whole, the mobilization of men was clearly also necessary.

48. **Ms. Fiskaa** (Norway) recalled that gender parity in politics was a priority of the Norwegian Government, which itself had as many women as men. The majority of Norwegian political parties were also headed by women. She acknowledged, however, that much remained to be done to achieve gender equality in the labour market, in which the hourly wage for women was 15% below men's and a large proportion of women worked part-time. She said she also deplored the negative stereotypes and violence against women, which constituted two of the principal obstacles to gender equality. Nevertheless, Norway, which had been ranked No. 2 in the world in the human development index for gender equality in 2009, had made major progress in that area.

49. That progress had above all to do with the Government's stated intention of pursuing a policy geared to social justice, respect for human rights and equal opportunities for all, rather than to the level of development. Norway had made that choice long before the discovery of its oil and gas, when its GDP was still low. Those measures (cost-free primary education for both sexes and universal access to public health care services) had already been in place for some 50 or 100 years, thanks to the pressure exerted by a progressive and assertive society and by women in particular. They had paved the way to the political and economic emancipation of the population and, notably, of women. Those social achievements had, in turn, boosted productivity, growth and development. Thus human resources had proved to be more precious than hydrocarbons. The redistribution of revenue and investments equally in education and health care had led to the construction of a welfare state founded upon women's participation in economic life, which in turn had made it possible to invest in public services and provide more opportunities in that sector. That was what was called the Scandinavian model, combining economic growth with equal distribution of income.

50. Norway's State Secretary for Environment and International Development referred again to the changes that had taken place in Norwegian society and made that progress possible. In the political sphere, in the 1970s, the political parties had adopted quotas to ensure the presence of women on lists of candidates for elections. After Ms. Brundtland became Prime Minister, women boosted their presence in the Government (50%), in the National Parliament (40%), in the Sami Parliament (46%), and in regional government (40% of elected officials). In the economic sphere, Norway was the first country to pass a law on parity on the boards of directors of private enterprises. Finally, policies in support of families had been introduced. In particular, a paid parental leave system (following the birth of a child or in the event of a child's illness) had been instituted to enable parents to reconcile work and family life. As a result, women's participation in economic life had increased almost 60% in the space of 25 years, so that nowadays it was one of the highest in the world (80% of women aged between 25 and 66). In addition, Norway had one of the highest fertility rates in the European Union countries and other industrialized countries.

51. Gender equality was central to the country's foreign policy and its cooperation for development programme. Thus Norway contributed to a number of United Nations activities in that sphere, including the UNICEF Education for Girls programme, the work of UNIFEM, and the Secretary-General's "Unite to End Violence against Women" campaign. In addition, the Norwegian Minister of Justice was a member of the Network of Men Leaders constituted by the Secretary-General. The Norwegian Prime Minister had also worked with the Secretary-General to launch the Global Campaign for the Health Millennium Development Goals 4 and 5 and Norway's contributions to health initiatives had amounted to some US$500 million. Norway had also played an active part in the adoption of Security Council resolution 1325 (2000) on Women, Peace and Security, which addresses women's participation in peace processes, and had provided technical and financial support for the protection of women victims of violence during armed conflicts. The speaker said she welcomed the upcoming establishment of a new single United Nations entity to promote gender equality. She

ended by stressing the role of civil society, including women's groups, and business and trade union associations, in the progress Norway had achieved.

52. **Ms. Moberg** (Norway), Acting Director of FOKUS (Forum for Women and Development), welcomed the constructive cooperation that existed between the Norwegian Government and women's groups and pointed out that only vigorous mobilization by women in concert with a progressive governments could forge the political will needed to build a just society that respected gender equality. However, with regard to trafficking in human beings, she lamented that the report presented by Norway (E/2010/66) made no mention of the law prohibiting the purchase of sexual services, promulgated in 2007, and would, furthermore, liked to have seen more insistence on the serious problem of violence against women in Norway. With respect to climate change, it was important for women to participate on an equal footing with men in the formulation of strategies and action plans in that field, particularly since it was known that women – especially indigenous women – were more vulnerable to and more directly affected by that phenomenon. Finally, the Norwegian Prime Minister and other world leaders should redouble efforts to achieve Millennium Development Goal No. 5, given the decisive importance of maternal and child health and women's sexual and reproductive health rights for the attainment of the other MDGs.

53. **Ms. Sundnes** (Norway), Confederal Secretary of the Norwegian Confederation of Trade Unions, stressed that the participation of a large number of women in economic life was partly due to the longstanding constructive dialogue between the Government, the trade unions and employers, which had resulted in a fundamental agreement providing for the right of association, negotiation and recourse to justice, which was reviewed every four years. Thanks to the social dialogue, the Government had constructed a welfare state and passed legislation favourable to family life (including the organization of work in such a way as to facilitate reconciliation between work and family life, grants to subsidize child care and paid parental leave for both parents). It was, however, still the case that too many women were employed only part-time against their will (particularly in the health sector), and that a regulation was needed to promote full-time work for women. It was also necessary to correct the substantial wage differential between men and women. Furthermore, the Norwegian Confederation of Trade Unions intended to continue pressing for the abolition of the system of grants for parents not using public nurseries, as this was not an incentive for mothers – especially migrant mothers – to take their place in the labour market.

54. **Mr. Oppegaard** (Norway), Executive Director for the Labour Market and Social Affairs of the Confederation of Norwegian Enterprises, said he considered that the ongoing 15% differential between men's and women's wages was not so much the result of unequal treatment of the sexes as of the compartmentalization of the labour market (as women outnumbered men in the public sector and men outnumbered women in the private sector), institutional policies and collective or individual choices. He added that, as the Confederation of Norwegian Enterprises was conscious of the positive role of women entrepreneurs, it had drawn up a programme aimed at promoting female entrepreneurship, which might make a substantial contribution to the development of the national economy as well as enhance women's managerial skills.

55. **Mr. Rosenthal** (Guatemala) said he welcomed the progress made in Norway with regard to gender equality, and especially the incorporation of women's interests in policies, the forging of a welfare state that encouraged gender equality, and the appointment, in 1979, of an ombudsman for gender equality. He would like to know what measures could be adopted to enhance the mobilization of public funds to finance the implementation of social measures, what success mattered most to Norway in its struggle to achieve gender equality, what remained to be done in that area, and how the priority attached to the principle of gender equality in domestic policy was reflected in Norway's international cooperation programmes.

56. **Mr. de Klerk** (Netherlands) asked how Norway had managed to maintain political support for gender equality. With respect to budgetary analysis of inequalities between men and women, he would like to know whether studies had been conducted to assess the impact of policies on the achievement of gender equality and whether modifications to them might therefore have been made. Furthermore, given that Norway had adopted a family-friendly policy providing for parental leave for both father and mother, he would like to know what prevented men from taking parental leave and whether it was possible to conclude that the

parental leave system for fathers contributed to an increase in the number of women who worked.

57. **Ms. Fiskaa** (Norway) recalled that the political will to promote gender equality stemmed from a longstanding mobilization of Norwegian women. Moreover, close cooperation among the State, employers' organizations, the trade unions and women's groups had paved the way toward major reforms regarding women's rights at work and the granting of parental leave. From then on, everyone recognized that women and men had to take part, on an equal footing, in economic life, domestic chores and decision-making. Nevertheless, there was still room for improvement and it was important to continue adopting special and systematic measures to combat gender inequalities and promote change, especially among youths.

58. To finance the welfare state, Norway had established a progressive taxation system (up to 40% of income) in order to ensure a fair distribution of revenue. In addition, the oil and gas sector had been heavily taxed since the 1970s. That made it possible to finance an educational, health and social security system for everyone, benefiting women in particular. Furthermore, in 2005, the Ministry of Finance had published directives to help the ministries evaluate the gender inequalities contained in their budgets, the idea being to gauge the impact of political decisions. It transpired from a study conducted between 2006 and 2009 that most ministries had managed to draw up budget that took gender inequalities into account and used statistics broken down by sex to reveal those inequalities. Moreover, granting parental leave for men had helped to combat labour market stereotypes and to promote a more equitable sharing of domestic chores, which in turn helped narrow the gap between men's and women's wages. Currently, 90 % of fathers were taking fully paid parental leave, which was about to be extended from 10 to 14 weeks.

59. Finally, since 2006, women's rights and gender equality had become core concerns of international cooperation. In 2008, the Government had submitted to Parliament a report establishing seven guiding principles in this domain. They stressed gender equality in contacts with development partners and multilateral institutions. In the same vein, nongovernmental organizations and civil society groups played a decisive role in promoting a change of mentality with regard to those issues and it was important to involve boys and men as partners in those activities.

60. **Ms. Pais** (Portugal) asked whether Norway had formulated strategies to reduce differentials between men and women in respect of wages and full-time work.

61. **Ms. Fiskaa** (Norway) said that increasing wages in the public sector, where women outnumbered men, was one of the Government's priorities and that that matter should be examined in the framework of a tripartite dialogue between the Government and the various stakeholders. At the same time, the Government was planning to pass new legislation aimed at reducing the number of involuntary part-time jobs and promoting full time employment for women.

The meeting was adjourned at 1.00 p.m.